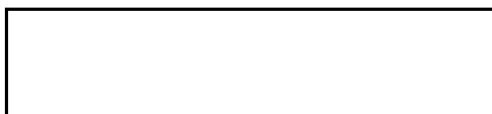



19 MAR 1962

PERSONAL



Dear Mr. 


This will acknowledge your letter of 7 March 1962 appealing the decision to terminate you under the procedures of HR 

I have had a careful review made of your case and regret to inform you that it has produced no basis for reversing this action. I therefore must deny your appeal.

Sincerely yours,

(Signed) JOHN A. McCONE
John A. McCone

cc: Director of Personnel

O/IG/  MES (15 Mar 62)
Distribution:

Original - Addressee

✓ 1 - DCI

1 - D/Personnel

1 - IG Subject - case 726

1 - IG Chrono

☐ UNCLASSIFIED ☐ INTERNAL USE ONLY ☒ CONFIDENTIAL ☐ SECRET

Approved For Release 2003/06/03 : CIA-RDP80B01676R001700160004-5

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

NO.

DATE

7 March 1962

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1.

DCI
3E14 Headquarters

info copy

2.

3.

4.

5.

6.

7.

8.

9.

10.

11.

12.

13.

14.

15.

25X1

7 March 1962

Director of Central Intelligence
Room 3E14 Headquarters Building

THROUGH: The Inspector General
3E04 Headquarters Building

Dear Mr. McCone:

On 9 November 1961 I received written notification that the Director of Central Intelligence had determined that there is a surplus of personnel in my job category and that the Deputy Director (Support) had designated me as surplus to the requirements of my career service.

On 28 February 1962 I received written notification again from the Director of Personnel that my services are surplus to the personnel requirements of the Central Intelligence Agency, and my employment is to be terminated on or about 25 April 1962.

CIA Regulation ☐ provides that upon receipt of such notification the employee may direct a written appeal to the Director. I would like to have you consider this letter as my appeal.

There are several matters which I would like to bring to your attention. I do not believe that everyone has a right to a government position or that such a right is necessarily enhanced by length of service. I do contend that individuals who have demonstrated their competence, dedication, and loyalty have a right to expect equitable treatment. I also believe that individuals who find their chosen career about to be terminated should know the specific reasons on which such action is based. I consider it significant that the methods by which candidates are selected for termination denies them any knowledge of the criteria against which they are measured or any opportunity to defend their tenure. I have had no official opportunity to question those who took formal action in my case. Quite frankly, there is no substantive basis on which to formulate an appeal.

I would like to know, specifically, whether you personally have reviewed my case or whether your decision to terminate my services is based on the conclusions and recommendations of your subordinates.

I feel that I have been placed at a distinct disadvantage in that the first and only opportunity granted for an appeal comes after my case has been closed. This would seem to constitute a violation of the juridical principle of justice as Americans understand the term.

25X1 I wish to point out that in the procedures established by CIA Regulation [] the employee is told that he will be considered for assignment to any vacant position which may be available elsewhere in the Agency, and for which the Agency considers him to be qualified. This would appear to be an empty gesture. I was not considered for reassignment until after I had been declared surplus by the Deputy Director (Support) and this stigma placed against my name. Despite the fact that I have a good record and a good reputation throughout the Agency and the Department of Defense, having been identified as surplus has unquestionably damaged my reputation. Note must also be taken of the fact that each of the major components are concurrently engaged in implementing the provisions of this regulation. It would seem that opportunity for the lateral reassignment of surplus employees among the major components at the present time is non-existent.

My career as an intelligence officer began during World War II while serving as the Commander of OSS Detachments; first with Headquarters of the Ninth, and later with the Third United States Army. At the conclusion of the war I served with the Strategic Services Unit of the War Department, where I became a member of the planning group that developed the organizational plan for CIA. I then served on the Staff and Faculty of the United States Army Intelligence School until I joined the Agency in June of 1948.

I have had a broad experience in the Agency which includes assignments as []

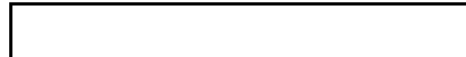
[] Chief of Staff Training and Chief of Plans Staff; during the period when the major portion of the Agency's training was in direct support of the Clandestine Services. Subsequently I served as Deputy Chief and Acting Chief of the Plans Staff, OTR, and as a member of the Plans Staff, FI/DDP. During the past five years I served as a working member of a Special Reserve Officer panel which was established on my initiative. This panel has produced studies dealing with the

25X1

role of CIA in Nuclear War and Covert Denied Limited War; both of these documents received consideration at the highest level. I have gained a broad knowledge of Defense plans and activities by taking active duty with military components such as the Office of Special Operations, Department of Defense, Assistant Chief of Staff for Operations and Intelligence, Department of the Army, and Headquarters Special Warfare Center at Fort Bragg. I have conducted liaison with various elements of the Department of Defense on operational and training matters. In 1954 I was selected by the Agency to attend the Air War College at Maxwell Field, Alabama, where I successfully completed the course. Since 1955 I have served as Commander and Deputy Commander of the Agency's Army Reserve Unit and taken an active part in planning, programming, and directing the training of CIA reservists.

My file contains a letter of commendation from Mr. Allen Dulles and letters of appreciation from Flag and General Officers indicating that, given the opportunity, I have demonstrated an ability to serve the Agency.

The letter dated 28 February 1962 from the Director of Personnel states that an appeal should be routed through the Inspector General; while I am following this procedure I am also taking this opportunity to forward an information copy of my appeal directly to you. I respectfully request that my case be re-considered on the basis of my record and this appeal.



25X1

~~SECRET~~

MEMORANDUM FOR: Director of Central Intelligence

SUBJECT : [] - Appeal from
Termination Under HR []

1. Attached is a letter from [] of the Office of Training appealing his termination under HR []. As Mr. [] admits at the bottom of the first page, there is no substantive basis for the appeal. Mr. [] simply describes his experience in the field of intelligence and contends that his designation as surplus by OTR hampered his attempt to find a position elsewhere in the Agency.

2. I have talked to OTR which confirms that Mr. [] is surplus. I also talked to the Assistant Director for Operations who told me that Mr. [] was transferred from [] because he refused to serve abroad. I also discussed the matter with Mr. [] who did not press any of the points made in his letter and gave me the impression he was only making a pro forma appeal. In fact, he is now at home on annual leave and fully expects to be terminated.

3. I therefore recommend that you sign the attached letter denying the appeal.

[]

Acting Inspector General

cc: Director of Personnel

Approved For Release 2003/06/03 : CIA-RDP80B01676R001700160004-5

Mr. [] to the DCI
Memo [] from the DCI~~SECRET~~

CONFIDENTIAL
EYES ONLY

25X1

7 March 1962

Director of Central Intelligence
Room 3E14 Headquarters Building

THROUGH: The Inspector General
3E04 Headquarters Building

Dear Mr. McCone:

On 9 November 1961 I received written notification that the Director of Central Intelligence had determined that there is a surplus of personnel in my job category and that the Deputy Director (Support) had designated me as surplus to the requirements of my career service.

On 28 February 1962 I received written notification again from the Director of Personnel that my services are surplus to the personnel requirements of the Central Intelligence Agency, and my employment is to be terminated on or about 25 April 1962.

CIA Regulation provides that upon receipt of such notification the employee may direct a written appeal to the Director. I would like to have you consider this letter as my appeal.

There are several matters which I would like to bring to your attention. I do not believe that everyone has a right to a government position or that such a right is necessarily enhanced by length of service. I do contend that individuals who have demonstrated their competence, dedication, and loyalty have a right to expect equitable treatment. I also believe that individuals who find their chosen career about to be terminated should know the specific reasons on which such action is based. I consider it significant that the methods by which candidates are selected for termination deny them any knowledge of the criteria against which they are measured or any opportunity to defend their tenure. I have had no official opportunity to question those who took formal action in my case. Quite frankly, there is no substantive basis on which to formulate an appeal.

I would like to know, specifically, whether you personally have reviewed my case or whether your decision to terminate my services is based on the conclusions and recommendations of your subordinates.

I feel that I have been placed at a distinct disadvantage in that the first and only opportunity granted for an appeal comes after my case has been closed. This would seem to constitute a violation of the juridical principle of justice as Americans understand the term.

25X1 I wish to point out that in the procedures established by CIA Regulation [] the employee is told that he will be considered for assignment to any vacant position which may be available elsewhere in the Agency, and for which the Agency considers him to be qualified. This would appear to be an empty gesture. I was not considered for reassignment until after I had been declared surplus by the Deputy Director (Support) and this stigma placed against my name. Despite the fact that I have a good record and a good reputation throughout the Agency and the Department of Defense, having been identified as surplus has unquestionably damaged my reputation. Note must also be taken of the fact that each of the major components are concurrently engaged in implementing the provisions of this regulation. It would seem that opportunity for the lateral reassignment of surplus employees among the major components at the present time is non-existent.

My career as an intelligence officer began during World War II while serving as the Commander of OSS Detachments; first with Headquarters of the Ninth, and later with the Third United States Army. At the conclusion of the war I served with the Strategic Services Unit of the War Department, where I became a member of the planning group that developed the organizational plan for CIA. I then served on the Staff and Faculty of the United States Army Intelligence School until I joined the Agency in June of 1948.

I have had a broad experience in the Agency which includes assignments as []

[] Chief of Staff Training and Chief of Plans Staff; during the period when the major portion of the Agency's training was in direct support of the Clandestine Services. Subsequently I served as Deputy Chief and Acting Chief of the Plans Staff, OTR, and as a member of the Plans Staff, FI/DDP. During the past five years I served as a working member of a Special Reserve Officer panel which was established on my initiative. This panel has produced studies dealing with the

25X1

EYES ONLY

role of CIA in Nuclear War and Covert Denied Limited War; both of these documents received consideration at the highest level. I have gained a broad knowledge of Defense plans and activities by taking active duty with military components such as the Office of Special Operations, Department of Defense, Assistant Chief of Staff for Operations and Intelligence, Department of the Army, and Headquarters Special Warfare Center at Fort Bragg. I have conducted liaison with various elements of the Department of Defense on operational and training matters. In 1954 I was selected by the Agency to attend the Air War College at Maxwell Field, Alabama, where I successfully completed the course. Since 1955 I have served as Commander and Deputy Commander of the Agency's Army Reserve Unit and taken an active part in planning, programming, and directing the training of CIA reservists.

My file contains a letter of commendation from Mr. Allen Dulles and letters of appreciation from Flag and General Officers indicating that, given the opportunity, I have demonstrated an ability to serve the Agency.

The letter dated 28 February 1962 from the Director of Personnel states that an appeal should be routed through the Inspector General; while I am following this procedure I am also taking this opportunity to forward an information copy of my appeal directly to you. I respectfully request that my case be re-considered on the basis of my record and this appeal.



25X1

POST OFFICE DEPARTMENT
OFFICIAL BUSINESS

PENALTY FOR PRIVATE USE TO AVOID
PAYMENT OF POSTAGE, \$300

ARLINGTON
MAR 22
430PM
1962
VA

POSTMARK OF
DELIVERING OFFICE

INSTRUCTIONS: Fill in items below and complete #1 on other side, when applicable. Moisten gummed ends and attach to back of article. Print on front of article RETURN RECEIPT REQUESTED.

RETURN TO

REGISTERED NO. NAME OF SENDER
J. R. McCona

CERTIFIED NO. STREET ADDRESS OF POST OFFICE
7430 E ST. NW.

INSURED NO. CITY, ZONE AND STATE
WASHINGTON 25, D. C.

POD Form 3811 Jan. 1958

C55-16-71548-4

#1-INSTRUCTIONS TO DELIVERING EMPLOYEE

☐ Deliver *ONLY* to addressee ☐ Show address where delivered

(Additional charges required for these services)

RETURN RECEIPT

Received the numbered article described on other side.

SIGNATURE OR NAME OF ADDRESSEE (must always be filled in)

SID

DATE DELIVERED 3-22-62

ADDRESS WHERE DELIVERED (only if requested in item #1)

CSS-16-71548-4 GPO

25X1